

**NAVY PERSONNEL**



# **Reserve Enlisted Advancements Branch/General Assignment Recall**

**(PERS-812)**

**Phone:**

**(901) 874-  
4500/4540/4541/4542/3196/4457**

**DSN: 882-  
4500/4540/4541/4542/3196/4457**

**NAVY PERSONNEL**



**PNCM(SW) Keith Taylor - Head,  
Reserve Enlisted Advancements  
Branch**

**YNC(AW) Michelle Lang - Assistant  
Branch Head, BCNR, Congressionals,  
RESCORE-R**

**PNC Margie Meiser - Section  
Supervisor/QA - Advancement  
Determinations, TIR Waivers,  
Examination Participation Requests**

**PN2 Alex Laird - General Assignment  
Recall,**

**PNSN Bethany Woodman - Rating**

# **PERS-812 Functions**

- **Administer the Enlisted Advancement System**
- **Sponsor Chief/Senior/Master Chief Petty Officer Selection Boards**
- **Change of Rating Packages**
- **Examination Discrepancy**
- **RESCORE-R**
- **Advancement Determination Letters**
- **General Assignment Recalls**
- **Time in Rate Waivers/Adjustments**



# E7 Final Multiple Spread

<b>Factor</b>	<b>Maximum Points</b>	<b>Minimum Points</b>	<b>Spread</b>
<b>Test Score</b>	<b>80 (60%)</b>	<b>35</b>	<b>45 (90%)</b>
<b>PMA</b>	<b>52 (40%)</b>	<b>46.8</b>	<b>5.2 (20%)</b>
<b>Total</b>	<b>132 (100%)</b>	<b>81.8</b>	<b>50.2 (100%)</b>

# E6 Final Multiple Spread

<b>Factor</b>	<b>Maximum Points</b>	<b>Minimum Points</b>	<b>Spread</b>
<b>Test Score</b>	<b>80 (30%)</b>	<b>35</b>	<b>45 (37%)</b>
<b>PNA Points</b>	<b>30 (36%)</b>	<b>0</b>	<b>30 (24%)</b>
<b>PMA</b>	<b>110 (41.5%)</b>	<b>86</b>	<b>24 (20%)</b>
<b>Service in Paygrade</b>	<b>34 (13%)</b>	<b>25</b>	<b>11 (9%)</b>
<b>Awards</b>	<b>12 (4.5%)</b>	<b>0</b>	<b>12 (10%)</b>
<b>Total</b>	<b>266 (100%)</b>	<b>146</b>	<b>122 (100%)</b>

# E4/5 Final Multiple Spread

<b>Factor</b>	<b>Maximum Points</b>	<b>Minimum Points</b>	<b>Spread</b>
<b>Test Score</b>	<b>80 (34%)</b>	<b>35</b>	<b>45 (37%)</b>
<b>PNA Points</b>	<b>30 (13%)</b>	<b>0</b>	<b>30 (24%)</b>
<b>PMA</b>	<b>84 (36%)</b>	<b>60</b>	<b>24 (20%)</b>
<b>Service in Paygrade</b>	<b>30 (13%)</b>	<b>25</b>	<b>11 (9%)</b>
<b>Awards</b>	<b>10 (4%)</b>	<b>0</b>	<b>12 (10%)</b>
<b>Total</b>	<b>234(100%)</b>	<b>120</b>	<b>122 (100%)</b>

# Selected Reserve Advancement Summary (Feb 03 & Aug 03)

Pct	Adv	PNA	Fail	Total	Pct	
					Pass	Adv
<b>E-4</b>						
Feb 03 48%	635	636	26	1326	99%	
Aug 03	1204	0	30	1204	97%	95%
<b>E-5</b>						
Feb 03 13%	800	5152	252	6301	96%	
Aug 03	2024	3507	523	6117	91%	33%
<b>E-6</b>						
Feb 03 10%	875	5696	2293	8919	62%	
Aug 03	1284	6548	379	8307	<b>95%</b>	16%



# USN Advancement Summary (Mar 03 & Sep 03)

Pct	Adv	PNA	Fail	Total	Pct	
					Pass	Adv
<b>E-4</b>						
Sep 03	9997	19668	389	30195	99%	33%
Mar 03	12035	15977	307	28416	98%	
42%						
<b>E-5</b>						
Sep 03	8622	39624	1061	49412	98%	17%
Mar 03	9261	39711	1942	50982	96%	18%
<b>E-6</b>						
Sep 03	6152	23413	290	29930	99%	21%
Mar 03	5839	22478	217	28580	99%	
20%						



# TAR/CANREC\* Advancement Summary (Mar 03/Sep 02)

Pct	Adv	PNA	Fail	Total	Pct	
					Pass	Adv
E-4						
Mar 03	326	133	1	461	99%	
71%						
Sep 03	422	197	0	621	100%	
68%						
E-5						
Mar 03	409	395	22	837	96%	
49%						
Sep 03	325	440	10	776	99%	
42%						
Mar 03*	26	0	3	26		
100%	100%					
Sep 03*	6	0	0	6	100%	

# TIR Waiver for Top Performers

- Authorized by CO's for E6-E7 candidates
- Transfer evaluations with EP do not count
- EP must be on most current "Periodic" eval
- No "Special" eval to establish waiver eligibility
- Eval must be a period ending prior to the month of exam



# Enlisted Advancement and General Assignment Issues

- Changes
  - Earlier Exam Results
  - Auto Validation of E8/9 candidates
    - Commands will receive ESVR
  - Refer to Table 7-1 in the ADVMAN.
  - Advancement Determinations
  - TIR Waivers
- Missing information
  - Biggest delay in requests for Rating Conversion and... General Assignment Recall





# **Enlisted Advancement Issues**

- **Mobilization**
  - **Ensure reserves get exams and the right exam. Mobilized reserves take the reserve exam.**
  - **Follow through with advancement dates**
    - **When advanced off a reserve exam, advancement date will not automatically pick up if member is mobilized. Call our office for assistance.**
- **Exam Discrepancies**
  - **99 discrepancies left uncorrected from Feb 03 exam**
  - **Advancement status will not be known until these are corrected. These members will now have to appeal through BCNR to get awarded advancement or PNA points. Check list on NETPDTC website.**

# Enlisted Advancement Issues

- Discrepancies are easily corrected.
  - ESO's or NRA's (whoever administered the exam) receives list of discrepancies and should take corrective action
  - Even those transferred, separated, or discharged should be cleared from discrepancy list
  - **refer to ADVMAN Table 7-2 for assistance**

## **“What to do with exam discrepancies?”**

- DID YOU RECEIVE YOUR PROFILE SHEET**
- HAVE YOU LOOKED AT OUR WEBSITE UNDER DISCREPANCIES FOR YOUR NAME**
- HAVE YOU TALKED TO YOUR ESO**
- ARE YOU RESEARCHING THE DISCREPANCY IN A TIMELY MANNER - DON'T PUT IT OFF UNTIL IT IS TOO LATE**
- HAVE YOU CONTACTED PERS-812 FOR ASSISTANCE- ESPECIALLY IF YOU ARE ELIGIBLE FOR CHIEF/SENIOR/MASTER CHIEF PETTY OFFICER**

**(prior to the**





# Enlisted Advancement Issues

## CYCLE 072 FEB 2003 EXAM DISCREPANCIES

NAMES: 174

DISCREPANCIES: 258

TIG 6 MO GRTR TIS	13
FOREIGN NAT HOLD	3
CITIZENSHIP UNK	6
INSUFF TIR	39
ERROR DTIS = 0000	32
PERF MARK ERROR	127
SCHOOL REQUIRED	9
WRONG PATH ADV	29



# Enlisted Advancement Issues

## CYCLE 179 MAR 2003 EXAM DISCREPANCIES

NAMES: 227

DISCREPANCIES: 252

FOREIGN NAT HOLD 26

CITIZENSHIP UNK 1

SIPG 6MS GTR TAS 12

INSUFF TIR 62

PERF MARK ERROR 114

SCHOOL REQUIRED 12

WRONG PATH ADV 25



# **Selection Board Information**

- Reserve E8/9 convenes 1 Mar 04**
  - Packages postmarked by 1 Feb 04**
- Reserve E7 convenes 17 May 04**
  - Packages postmarked by 12 Apr 04**
- USN E9 convenes 29 Mar 04**
  - Packages postmarked by 9 Jan 04**
- USN E8 convenes 12 Apr 04**
  - Packages postmarked by 9 Jan 04**
- USN E7 convenes 28 Jun 04**
  - Packages postmarked by 1 May 04**





# Selection Board Information

- **Websites to know:**
- <http://www.persnet.navy.mil/pers8/pers-81/pers-812/p812.htm>
- <http://www.nko.navy.mil/>
- <https://www.advancement.cnet.navy.mil>
- **Addresses for correspondence submission are:**
- **President,  
FY05 E8/9 Reserve Selection Board  
Board # \_\_\_\_ (205-SELRES, 206-TAR)  
FY05 E7 Reserve Selection Board  
Board # \_\_\_\_ (335-SELRES, 336-TAR)  
Navy Personnel Command (NPC)  
Customer Service Center PERS-00R  
5720 Integrity Drive  
Millington TN 38055-0000**



# Selection Board Information

- All correspondence is now going through the NPC Customer Service Center. Once received by the CSC they will record and forward your correspondence to the selection board. In order to verify receipt of your correspondence you will need to do one of the following:
  - Call the NPC Customer Service Center at 1-866-U ASK NPC (1-866-827-5672) or DSN 882-5672
  - Establish an account by clicking on this link [NPC CSC link](#).Once you have established your account you can check the status of your correspondence online as well as receive additional information.
- Note: If you already forwarded your correspondence to the old address you do not need to resubmit, we will forward it to the Customer Service Center for you.

# **BOARD PACKAGES**

- **DO NOT BE REDUNDANT - CHECK YOUR MICROFICHE**
- **NO STAPLES IN THE PACKAGES**
- **NO PICTURES OF ANY KIND IN THE PACKAGE**
- **SSN'S ON ALL PAGES**
- **SEND IN PLENTY OF TIME - DO NOT WAIT FOR DEADLINE**
- **CHECK CSC WEBSITE FOR STATUS OF PACKAGE**
- **CHECK WEBSITE FOR STATUS OF ELIGIBILITY**



# Membership Considerations

The objective in putting together board membership is to ensure every candidate is fairly represented from as many perspectives as possible. When considering prospective board members, we consider:

**Rating**

**Minority**

**Gender**

**Geographic Location**

**Community (i.e. type aircraft, SPECWAR)**

**Special Quals**

**Number of Records to be Reviewed**

**Prior Board Experience**

# Board Composition

**One Officer and 4-6 Master Chiefs per panel**

**President - Voting Member**

**Ensures compliance with  
Voting Members - Master Chief Petty  
Officers**

**Officers (CDR,  
LCDR)**

**Recorders - Provide admin support  
Warrant Officers  
(W3, W4)**

# **Board Composition**

- **Admin (YN, PN, NC, LN)**
- **Airframes (AD, AM, AZ, AS, PH, PR)**
- **Avionics (AC, AT, AE, AW, AG, AO)**
- **Deck (BM, MA, QM, SM)**
- **Engineering - A&E/DC (IC, EM, MR, HT, DC)**
- **Engineering - Propulsion (MM, EN, GS)**
- **Medical/Dental - (HM, DT)**
- **SEABEE'S - (BU, CE, CM, UT, EA, EO, SW)**
- **Security/Intel (CT, IS, JO, RP)**
- **Supply - (SK, MS, SH, PC, DK)**
- **Surface Ops - (ET, IT, EW, OS)**
- **Surface Weapons - (GM, FC, ST, FT, MN)**



# Board Process

- Briefs on EEO, FITREPs
- Board is sworn in.
- Discussion of criteria for selection
- Assign Records randomly to panels
- Record Review - Score Records - two scores
- Develop Slate - Brief President
- Tank - Present Slate to Board Members
- Vote - Majority Required
- Compile Slates for Presentation to CNP
- Call out with CNP
- Release Results

# **What Does a Selection Board Look For?**

- **Test Score (E7 Board)**
- **Your PMA compared to Rep Seniors**
- **Cum**
- **Promotion Recommendation**
- **Leadership/Sailorization**
- **Experience**
- **Performance Narrative**
- **Collateral Duties**
- **Qualifications**
- **Objective**
- **Potential**

# **BOARD SPACES**





# What Matters?

- **Test Score (E7 Board)**
  - **Indicator of Professional Knowledge**
- **PMA vs Rpt Senior Cum**
  - **Break Out Against Reporting Senior's Average.**

**Ensure your top runners are above your overall**

**Cumulative for that paygrade...not that particular competitive group.**

- **Promotion Recommendation**
  - **Consistent? Improving? Declining?**
  - **One of One vs Part of a Large Group**

- **Leadership/Sailorization**
  - **Leadership - Level of Responsibility**
  - **Sailorization - What are you doing for your subordinates?**
  - **Impact on Command Mission**
  - **Increased Responsibilities?**
- **Experience**
  - **Diversity in duty Assignments**
  - **Arduous duty**
  - **Out of Rate Assignments**

Prioritize Bullets

Talk to the Board

- **Group is as large of a group as possible**
- **Comments Separating Candidate from Peers**
- **Performance of Primary and Collateral Duties**
- **Does Documentation of Performance Support Major Promotion Recommendation**
- **Qualitative and Quantitative Comments Concerning Candidates Contributions to Unit Mission, Morale, Retention, and Sailorization**
- **Explain marks and recommendations. Beef up Musings and Promotable rankings if systemically forced.**
- **Civilian Occupation for Reservists. Does it relate to Management/Supervisory in Nature?**



- **Collateral Duties- Command Career Counselor, DAPA, URINALYSIS COORD, PRT COORD, CMEO (CAT/CTT), PDB**
- **Indicator of Initiative, Leadership and Contribution to Command**
- **Qualifications**
  - **There are no points awarded for mandatory warfare quals. If you're at a command where you can get a warfare pin and don't, BIG NEGATIVE. Could impact several areas Panels**

- **OBJECTIVE**

**Awards - not service awards**

**Education - Schools, Correspondence  
Courses**

**Community Service - Leadership Roles**

# Potential

**Taking all of these things in to consideration, what is the candidate's potential to serve in the next higher paygrade?**



# The Slating Process



[illegible]

# The Slating Process

Seq	Min	Sex	Exam	Rec	Marks	Scope	Exp	Perf	Coll	Quals	Obj	Pot	Tot	E
1	I	M	41	100	100	100	75	88	25	72	70	100	771	
2	C	M	45	93	100	75	75	75	50	60	60	100	733	
3	C	M	34	86	100	100	50	75	50	85	50	100	730	
4	C	F	37	86	75	100	88	100	30	48	45	100	709	
5	C	M	43	100	100	62	88	75	25	72	35	100	700	
6	C	M	32	93	100	88	75	88	30	25	60	100	691	
7	C	M	39	73	50	100	75	88	40	50	60	100	675	
8	A	M	49	100	100	75	75	75	15	25	40	100	654	
9	C	M	42	100	100	75	62	62	25	12	70	100	648	
10	A	M	35	100	100	88	50	62	5	25	65	100	630	
11	N	M	45	80	100	75	50	50	25	60	35	100	620	
12	C	M	43	72	38	50	60	75	20	72	60	75	565	
13	C	M	61	100	100	50	50	50	10	25	45	50	541	



**NAVY PERSONNEL**



**COMMAND**

**Bureau of**

**Naval Personnel**

**Thank-you!**